



LGBTQIA+ Rainbow Commission Minutes

Date: Thursday, October 21, 2021

Time: 6:30 PM -8:30 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings: <https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Andy Robinson (Chair), Lisa Krinsky (Vice Chair), Susan Ryan-Vollmar, Helene Newberg, Brooks Harrelson, Molly Gillis

Liaisons: Christina Coleman, DEI Admin; Len Diggins, Select Board; Marci Shapiro-Ide, Council on Aging; Julia Starkey, Robbins & Fox Library; Julie Flaherty, Arlington Police Department

Guests: Pierce Durkin, Margaret Credle Thomas

Minutes

Meeting called to order at 6:30. MG assigned as minute taker.

1. Remote participation statement and guidelines read by LK.
2. Welcome and introductions (include your pronouns if you want to)
3. Consent Agenda
 - a. BH moved to approve consent agenda, SRV seconded, unanimous vote to accept consent agenda.
4. Meet Margaret Credle Thomas, new APS DEI Director
 - a. Margaret's 9th year in APS (was formerly METCO director)
 - b. Assessment and listening are her themes for this year
 - c. District equity audit approved in partnership with Dr. Homan; RFP is being pulled together with vendor identification underway (vendors will be interviewed)
 - i. Listening tours and sessions underway across the district

- d. By the end of January, she plans to stand up affinity groups and determine who will facilitate those spaces
 - e. DEI pilot recorded with ACMI
 - f. Margaret is hosting a listening session for the LGBTQIA+ community on November 6th, Saturday, at 11 a.m. ET
 - i. Will add to our newsletter
 - ii. Molly to send to the DIGs, as well
5. Liaison Updates (25 min) – Lisa
- a. Council on Aging - Marcie Ides Shapiro
 - i. Coming Out Comedy in partnership with LexPride was a success with 15 people attending
 - ii. Real Queer International Movie Series will be back up and running as of next Thursday (10/28)
 - iii. Seniors & Friends meeting in person beginning on November 2nd at Town Hall
 - iv. SAGE Table on November 18th at Town Hall in-person (AHS GSA and LexPride will co-host); Molly to notify the DIGs
 - v. *To Survive on the Shore* (book suggested by Lisa)
 - b. Diversity Equity and Inclusion (DEI) - Christina Coleman
 - i. Reprecincting underway; Select Board voted to maintain 21 precincts in Arlington. Legislature released the reprecincting map
 - ii. Matthew Shepard training. Rainbow Commission has four slots. Let Jillian and Christina know if you'd like to attend. In-person on 11/9 from 12 - 2 p.m.
 - iii. ACA artist gathering with several more underway
 - iv. Christina is working reduced hours; she has accepted a role with Boston Consulting Group
 - v. Budget needs to be mapped out by year-end with programming determined for January - June.
 - c. Library - Julia Starkey
 - i. Real Queer International Movie Series starts on 10/28; the movie is called Lyle
 - ii. Queer book group starts up again in January
 - iii. Brooks: Arlington Reads book recommendation
 - d. Police Department - Julie Flaherty
 - i. Matthew Shepard Foundation Training – November 9th at Town Hall: All day for the police force (50 officers). Topics include: Civil rights unit updates from the FBI, historical injustices, present policing, civil prosecution of bias-motivated hate.
 - ii. Panel with the Shepherds presenting beginning at noon
 - iii. Discussion with the police officers and community members for those who are comfortable – Second half of training will take place afterwards. Commission has four seats: Lisa, Susan and Molly would like to attend. Let Christina know if you'd like to attend.

- iv. ABLE Train the Trainer training took place in September (supported by the Commission); all officers will be scheduled to attend this training
 - v. Christina Valleri is the APD's new clinician; she co-responds in certain situations where MH intervention is beneficial
 - vi. Gun buy-back event occurred in November in partnership with the HRC; 13 firearms were bought back
- e. Select Board - Len Diggins – no update
- 6. Working Group Updates and Membership (20 min) – Lisa
 - a. Community Engagement Events – *October Events*: Heights Window Painting, National Coming Out Day, Farmers Market (a few people came through with one sign-up).
 - b. November Events:
 - i. TDOR with Lex Pride?
 - ii. Publicize LexPride event in our newsletter
 - iii. Many events are being hosted in the surrounding communities
 - iv. We need to decide what we will do as a Commission on November 20th
 - v. Motion made by BH to form a planning committee to authorize the Chairs to be empowered to make a decision, including budget, seconded by MG, all commissioners in favor, motioned passed.
 - vi. Ideas: Brooks suggested a labyrinth of Trans flags to honor those who have died, plant 44 Trans flags on the church yard on the corner of Mass Ave. and Pleasant Street (UCC Church), Brooks and Molly volunteered.
 - vii. Blog post, along with sharing the events that are happening in nearby communities; Susan to take the lead
 - viii. Susan suggested hosting an event that is more uplifting
 - ix. A Trans Day of Joy suggested by Julia -- something positive and affirming
 - x. Brooks, Molly (and family) volunteered; Molly will reach out to the GSA and the DIGs
 - xi. Alpo Jana Golpogulo: the lesser known stories. A rare documentary (first of its kind on trans life in rural Bengal) Recommended by Mona Mandal/Diversity Task Group – will revisit in December
 - c. Communication
 - i. To be shared out to the community: Civilian Police Advisory Committee is coming along; presenting to the Select Board on Monday, 10/25 evening (between 8.30 and 9 p.m.)
 - ii. Wednesday evening, 10/27 is an open forum for all residents; Susan will send out a registration link - 6 - 7 p.m. on Wednesday, 10/27 is an LGBTQIA+ Focus Group for BI/Lahey's health assessment work. \$50 gift card for participants.
 - d. Public Education – APS librarian resources for LGBTQIA+. History Month
 - i. APS LGBTQIA+ Rainbow Task Force is underway - Group meets monthly; two meetings held to-date
 - ii. Group is composed of leaders from the community -- teachers, staff, students, community members, parents/caregiver

- iii. Group is focused on the following goals:
 - 1. Standing up repeatable Caregiver/Community Education Groups to be held throughout the school year with a focus on student voices and experiences
 - a. The Task Force would like to host these in partnership with the Rainbow Commission, Human Rights Commission, potentially the GSA and the Robbins Library [Molly Gillis to follow up with all groups to confirm]
 - b. Hosted in-person, recorded by ACMi and shared out to the community
 - c. Idea for first session: "The experience of LGBTQ students in schools" – a mixture of data, positive stories from students of what's working from students, and some narratives of what work we have to do.
 - 2. Ensure inclusion and amplification of student voices and student leadership -- supporting district-wide
 - a. Ideas include: annual video highlighting student voices and experiences to be shared district-wide across meetings; GSA Podcast; support of GSA activities (volunteer, amplify, fundraise) -- clothing drive is upcoming, along with t-shirt/flannel fundraiser, and GSA Spirit Week
 - b. Review current environment, facility, resources and practices across the schools in the district to ensure equity
 - c. Review of the high school plans for restrooms and locker rooms and the current state of facilities district-wide [Meeting scheduling in process]
 - 3. Scheduling and coordination of Annual District-wide SAFE Schools Training
 - a. Scheduling in process
 - 4. Development of a plan for Curriculum Reviews with the goals of access and inclusion beginning with Health & Wellness
- iv. Molly motioned for the Commission to approve co-hosting the Education Groups/Speaker Series with the Task Force, BH seconded, motion passed.
- e. Town Systems & Policies - HRC Connecting Communities: National LGBTQ Municipal Liaison Summit, 10/19-21.
 - i. No update; follow-up with Jillian and Andy
 - ii. HRC/MEI follow up items with Town – N/A
- 7. Commission Membership/Recruitment/Infrastructure (10) – Lisa
 - a. Recruitment for 2 new Commissioners – general and school committee
 - b. Consider a student
 - i. Logistical issue is tough (time, study load, etc.
 - ii. Em as GSA liaison (Molly to confirm)
 - iii. Ask Nanci Siegel regarding an Ottoson liaison (Molly)

- c. Melanie Kostandakis, Andrea Razi,
- d. Please send names for the School Committee liaison to Molly
 - i. Molly will send through a list to the Commission and begin to gauge interest
- e. Current Commissioners: Online ethics training and signatures
 - i. Reminder to send your paperwork in!
- 8. Public Engagement and Open Commentary (10 min) – Lisa
 - a. No topics for discussion
- 9. Close and Next Meeting:
 - a. COA's SAGE Table is scheduled for our regular meeting time of Thursday November 18, 2021; do we want to reschedule? – Lisa
 - b. Might reschedule to 17-November (Wednesday) at 6.30 p.m.

Next meeting: TBD November 2021, 6:30 pm, Remote Participation

Brooks moved to adjourn; Molly seconded; all Commissioners in favor.